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ABSTRACT

In order to develop effective training programs for adult volunteer 4-H leaders, profiles of 161 present leaders were obtained by use of a questionnaire. The data obtained were analyzed by means of a frequency count. Fifteen basic assumptions were developed to establish a criteria of certain givens or beliefs. Although this study is limited as to the sample, some conclusions are possible, one being that the 4-H leader needs more knowledge in program planning and development, in principles of leadership, and in understanding adolescence or the process of becoming. (DB)

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WHAT ARE LEADERS REALLY LIKE

A Study of Adult 4-H Volunteer Leaders

Biographical Profile

RLED 301
Fall 1969
Dr. Einar R. Ryden

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AC001363

FOREWORD

The purpose of this study and resulting term paper is to meet the requirement for the course RLED 301, Special Problems in Rural Education for three credits. The course is being taken during the Fall 1969 Semester.

Dr. Einar Ryden, Professor of Agriculture and Extension Education at the University of Maryland is supervising.

ACKNOWLEDGEMENTS

The writer wishes to thank the leaders attending the 4-H Leaders Forum, the National 4-H Club Foundation and Mr. John Banning, Assistant Director, 4-H - Youth Division, Federal Extension Service, U.S. Department of Agriculture.

Hopefully, we all have benefitted from the study.

TABLE OF CONTENTS

Chapter		Page
FOREWORD		ii
ACKNOWLEDGEMENTS		ii
LIST OF TABLES		iii
I.	INTRODUCTION AND PURPOSE OF THE STUDY	1
	Introduction	1
	Purpose of the Study	3
	Definition of Terms	4
	Concepts About Leadership	6
II.	METHOD OF RESEARCH	9
	Method and Procedure	9
	Questionnaire	9
	Description of the Sample	9
	Basic Assumptions for the Study	11
	Analysis of Data	11
III.	RESULTS AND DISCUSSION	13
	Demographic Data	13
	Characteristics of the Leaders	18
	Characteristics of 4-H Clubs	25
IV.	SUMMARY, CONCLUSIONS, IMPLICATIONS AND RECOMMENDATIONS	29
	Summary	29
	Conclusions and Implications	32
	Recommendations	33

APPENDIX - QUESTIONNAIRE 34

BIBLIOGRAPHY 56

INTRODUCTION

As we know the Cooperative Extension Service under the combined direction of the United States Department of Agriculture, the Federal Extension Service and the Land-Grant Universities or colleges in each state, provides an educational program for youth between the ages of 9 through 19 years. The 4-H program depends on volunteer local club leaders, county 4-H committees, project leaders, organizational leaders, and others to conduct the actual program for the youth. These leaders are given guidance or assistance and training by the county extension personnel. They teach the young people.

Too often extension professional staff are not aware of the background, interests or concerns of the individuals who so freely and willingly give of their time to educate the 4-H'er. Perhaps we lose many adult leaders annually, at least mentally if not physically as well, because we have not taken the time to learn of those whom we train. I am sure that the life history of individuals, his failures, his successes, his achievements and accomplishments and what he feels about himself can be most beneficial to those of us who call ourselves adult educators.

Human beings have many integrating and dis-integrating forces at work during their life time. The family, home, community as well as personal goals and objectives are these types of forces at work. Understanding and accepting these forces might mean the difference of a professional "turning them on" or "turning them off".

Needless to say the findings of this study should be of benefit to me when working with adult volunteer 4-H leaders. I trust also it might

be helpful to the National 4-H Club Foundation in planning future 4-H Leader Forums.

PURPOSE OF THE STUDY

The purpose of this paper then is threefold: First, to discover some of the qualities and characteristics of adults who choose to volunteer their time and effort as 4-H adult volunteer leaders. Secondly, I hope as the result of the study, to have a better understanding and knowledge of the type of individual who comes to the National 4-H Center to take part in one of the 4-H Leader Forums. Thirdly, to discover the type of leadership they provide in their communities, to find out how they feel about their work and to discover how they believe their 4-H'ers feel about their leadership and the 4-H'ers accomplishments.

I used an instrument constructed by John W. Banning, Assistant Director, Division of 4-H - Youth Development, Federal Extension Service, United States Department of Agriculture, entitled, "Adult Volunteer 4-H Leader Biographical Information Blank Research Questionnaire".

DEFINATION OF TERMS

Adult volunteer leader. A man or woman in the community who serves as organizational leader, project leader and/or activity leader in the local 4-H Club or in the county 4-H Club program. This leader is a teacher, advisor, counselor and helper and makes available educational experiences to the members of the 4-H Club. The leader assists and helps members with learning experiences and helps them achieve the educational objectives of 4-H Club work.

Organizational leader. An adult who supervises the local 4-H club, its members, and their educational program.

Project leader. An adult who supervises a project group by giving leadership and subject-matter training to the members enrolled in the project or activity in which the adult is giving leadership.

Activity leader. An adult who supervises a particular activity or special project for the club. (i.e., demonstrations, community service, etc.)

Junior leaders. A 4-H member, fourteen years of age or more, with several years experience, who as part of their own project, assists the adult leaders in the educational and/or activity functions of the local club.

4-H program. The total educational effort. (Both organizational and subject matter)

Local club. A group of members supervised by one or more organizational leaders. The group has officers, a planned program, and regular meetings.

Area of study. A subject such as clothing, swine, safety, photography, or leadership, in which members may participate as a project or activity.

Project. An area of study in which a member is expected to participate. It has a definite enrollment, minimum standards, and a member keeps a detailed record analyzing his work and accomplishments. The subject is studied at considerable depth. Members are required to carry at least one project.

Activity. An area of study in which a member of a group of members may participate. Activities are often explained as exploratory or broadening experiences. Participation is encouraged but not required. No formal enrollment is necessary.

Project Group. A group of members participating in an area of study, either enrolled in a project or participating as an activity. The project leader plans and conducts and presents subject matter at project group meetings or arranges for its presentations.

County Project Chairman. An adult who assumes responsibility for organizing a project or activity in a county or counties.

A County Project Chairman will usually have other subject-matter-orientated adult or junior leaders assist.

CONCEPTS ABOUT LEADERSHIP

Leadership is happening around us at all times, on many different levels and in numerous and different ways. Many of us are not aware of such leadership, but, like the pull of gravity, it is at work. Like gravity, leadership with its pull, force and influence does have an effect on our lives. Perhaps leadership and interacting with others is just as important as gravity. However, unlike gravity (at least for most of us) we can do something about the forces of leadership and we do.

Leadership is when two or more persons interact in the pursuit of a common goal, the relationship of leadership and fellowship result.[1] A leader in one place and in a given situation may not be selected as a leader for another situation. Leadership is always relative to the situation, it is directly related to the task at hand, their goals or their objectives.[2] In 4-H, we pride ourselves in the fact that 4-H starts where the member is, with what he knows and based on what he wants to learn. A 4-H leader is one who can help the members determine needs, set goals and develop a program. Leaders are considerate of others, they are aware of the importance of listening. Leadership includes creativeness.[3] (#3)

Leadership is diffused. It is giving of information.[4] Leaders

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1 Bellows, Roger, Creative Leadership, Prentice-Hall, Inc., Rutgers University, 1959.

2 Gibbs, Cecil A., Leadership, Dartmouth College, p. 38.

3 Bellows, op. cit.

4 Likert, Rensis, The Human Organization, New York, N. Y., McGraw Company, 1967.

generally effect the means of the group to which they are giving leadership more than the basic goals or objectives of the group. They are usually selected because their philosophy is similar or in keeping with the beliefs of the group. This of course is true of adult 4-H volunteer leaders as well. For 4-H leaders are usually people in the community who have lived there for several years and who are respected and recognized for their past accomplishments in the community. They have an interest in youth and are willing to give freely of their time, for training and to work with the members. They are willing to accept the challenges and to be responsible. Four-H'ers, parents, committees and the County Extension Staff usually help select the volunteer leader.

An individual is a leader in any social situation in which his ideas and actions influence the thought and behavior of others.[5] An understanding of the nature of man is a significant factor when I think of leadership development. Some feel that leadership traits are inborn. This may be true, but a great deal can also be developed.

Business and management have also learned the importance of good communication, at all levels as well as the importance of a free and working knowledge of goals and objectives of the establishment. The "we-ness" factor instead of "I" or "they".

Leadership is knowing yourself and the potentials you have. Leadership is best learned if man's first lesson is to learn to obey himself.[6]

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[5] Beal, George, Bohlen, Joe., Raudabaugh, Neil., Leadership and Dynamic Action, Iowa State University Press, Ames, Iowa, 1962, p. 35.

[6] Penny, J. C., View From the Ninth Decade, Thomas Nelson and Sons, New York, 1960, p. 7.

But I have referred to those in my study as "volunteer leaders". We normally think of a volunteer as one who gives freely of his or her time to a cause they feel can benefit from their assistance. Perhaps to the outsider, it is best to describe a "volunteer leader" as one who in most cases does not receive money for his or her work. At the same time the adult volunteer leader is more than a "service volunteer". However, leadership is a very important function of adult 4-H volunteer leaders.

Committee members, officers, program planners, board members, etc., these are volunteers too. The Cooperative Extension Service relies a great deal on this form of leadership.

> "Volunteers are enabled to do a valuable job: if they feel the job is real and important; if they are allowed to use their own initiative; if they are well supervised; if high standards exist and a career attitude is encouraged; if they see results and are faced with an ongoing challenge; and if their individual task is related to the broad community and its needs."[7]

Needless to say, this is something we all should keep in mind not only when selecting leaders, but when training them as well as helping them to evaluate their experiences.

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[7] Zemans, Mozah E., I Am A Volunteer, reprint from Youth Leaders Digest, Feb. - March 1965, FES, U.S.D.A., 4-H 69 (4-66).

METHOD OF RESEARCH

Method and Procedure

This study is an attempt to learn the life history of adults serving as volunteer 4-H leaders. It is believed that a study of their profiles will be of value in working with leaders in the future. The more we know about the nature of these adults and how they feel about themselves, the better able we will be to develop training sessions for them.

Questionnaire

The data reported in this study was acquired through the use of a questionnaire (Appendix A). It was prepared by Mr. John W. Banning, Assistant Director, Division of 4-H - Youth Development, Federal Extension Service, U.S. Department of Agriculture.

The instrument is designed to gather attitude and opinion as well as factual information concerning the individual's current work, values, etc., as well as those he shared with his family, his peers, and community while growing up.

Description of the Sample

The questionnaire was given to 4-H volunteer leaders from across the nation taking part in the 1969 4-H Leader Forums, conducted at the National 4-H Club Foundation. The questionnaire was administered to a group for three weeks by the writer of this paper. It was part of their planned program for their week long stay. The questionnaire was completed by 161 leaders from twelve states. States represented include: North Dakota, New York, New Jersey, Ohio, Oregon, Indiana, Wisconsin, Maine, New Hampshire, Pennsylvania and Michigan.

They were instructed to answer each question with one of the choices available, even though it may not be the answer they would write in. Each question needed to be answered. Several failed frequently to do this. The result several questionnaires had to be eliminated, others were not complete.

The Leaders Forums are opportunities for leaders from across the nation to attend a five-day citizenship and leadership orientated training workshop at the National 4-H Center in Washington, D.C. It is designed to help the local 4-H leaders become more effective in working with young people in 4-H. It is a part of the continuing educational process for 4-H leaders. The program is conducted by the National 4-H Club Foundation in behalf of the Cooperative Extension Service of the United States Department of Agriculture and the Land-Grant Universities.

In 1969, 569 adult leaders from 20 states participated. To date some 6,013 volunteer leaders have attended such forums. The program was started in 1960.

Basic Assumptions for the Study

The assumptions for the study include:

1. Leaders are former 4-H members.
2. The leaders have 4-H age children - in 4-H.
3. The adult volunteer leader sees himself as a subject orientated person and not as a leader of people as such.
4. Have at least a high school education.
5. Enjoy being with people.
6. Leaders have a special interest in youth.
7. Have been a leader for at least five years.
8. Leaders are usually 35 years of age or more.
9. Leaders come most often from rural backgrounds.
10. Leaders come from large families.
11. Came from active and community minded families.
12. Leaders are active in other community activities.
13. The individual leaders had an active and popular growing up experience.
14. Leaders are the "democratic" type.
15. Enjoy their work and basically are pleased to be recognized occasionally, but enjoy watching the members develop.

Analysis of Data

All data received from the instrument was coded on IBM cards for processing and for analysis at the University of Maryland Computer Center. The data was analyzed for the characteristic of 4-H adult volunteer leaders, by means of frequency count.

I did not make separate catagories by men and women leaders because of the small number of men taking the questionnaire.

The IBM cards will be given to Mr. John Banning, 4-H - Youth Development Division, FES, U. S. Department of Agriculture, for his use.

RESULTS AND DISCUSSION

Demographic Data

Age. Of the one-hundred and sixty-one completing the questionnaire, 32 were male and 129 were female. This is about the normal man to woman ratio attending the leaders forums. The majority of the leaders, over 80%, are over 35 years of age. Only eleven of the leaders were under 25 years, while four reported as being over 65 years. (Table I)

Perhaps the older age group can be attributed to the fact that for some states the opportunity of coming to the 4-H leader Forum, may be a type of an award and given to those who have a record of long time service. Also the young age group, while they may be involved in the leadership of 4-H may not be able, because of family, occupation, etc., to get away for a week. The cost of the trip and the forum may also be a factor here.

However, Arnold[8] reports that in a study of first year leaders in Maryland, that 56% of those being a leader for the first year were between the ages of 30 and 40 years of age at the time of their recruitment. It should also be added that these leaders retired after the first year. In his sample, 25% were under 25 years of age while 18% were over 45 years.

Eighty percent of the leaders in Columbia County New York, were over 35 years of age.[9]

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[8] Arnold, James B., Personality Characteristics of First Year 4-H Club Leaders in Maryland, thesis for the Degree of M.S., University of Maryland, 1966.

[9] Peck, Rhoda M., Adult Volunteer 4-H Leaders and the 4-H Club Program, Columbia County New York, 1960 and 1967, thesis for the Degree of M.S., University of Maryland, 1968.

Education level. Only about 16% had not finished high school. Some 44% finished high school only where as approximately 16% are college graduates. About one-fourth of the leaders (24%) had gone on for some college training. This is a little higher educational level than reported by Arnold.[10] In his sample, 77% had completed high school where I had 83% completing. He had some 32% with some college, I had 24%. Arnold reports over 10% were college graduates, I had 15% as college graduates. (See Table I)

The national level, according to the World Almanac[11] is about 10.5 years.

Residence. As expected, some 67% of the leaders were raised on a farm. About a fifth (22%) in communities with less than 2,000 people. Only six were raised in a city of 100,000 or more. (Table II)

Over 70% have lived at the same address for from 5 - 10 years. However, less than 10% have lived at the current address for more than 10 years.

Their childhood residence also reflects size of high school attended. Over half went to high schools with less than 300 students. Another 20% to schools with enrollments of between 300 and 1,000 while only 7% attended schools with from 1,000 to 2,000.

Marriage. Over 93% of the leaders are married. Only two are

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10 Arnold, op. cit., p. 38.

11 The 1970 World Almanac and Book of Facts, published for the Washington Daily News, by Newspaper Enterprise Association, Inc., Cleveland, Ohio, 1969.

divorced, while seven have never been married. Five have been widowed. Table I) About three-fourths of the leaders have two or more children. The most frequent number of children per family is 4 or 5, this makes up over 45% of the total having children. Large families by defination have four or more children.[12]

Majority of the leaders (about 75%) do have their own children enrolled in the local 4-H club they lead. Some 20% do not have any of their own children in their club. Several, however, did comment that they did have grandchildren as members of their local clubs.

Family Income. Over half of the leaders have a total per month income of $500.00 or more. Some 26% with from $500.00 to $800.00 and another 28% over $800.00 monthly.

Tenure of adult 4-H Leadership. Only seven of the 161 had been a leader for less than one year. Twenty-five percent have had 3 - 5 years experience. A little over 21% have had 6 - 10 years and 30% have had more than ten years. The 56% having six years or more tenure might also indicate the nature of the groups which come to the forums. (Table II)

Almost all (96+%) do not receive any kind of salary allowance for the work they do as 4-H leaders. Those that do receive some type of car or travel allowance or other travel expense.

Four-H Membership. Much to my surprise, 50% had never had 4-H membership. Of the half that did only 31% were members more than four years. Even though unexpected, I can say it makes me happy to see so many "not hung-up on how it was when they were a 4-H'er."

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[12] The Nation's Youth, U.S. Department of Health, Education and Welfare Social and Rehabilitation Service Children's Bureau and the Population Reference Bureau, Inc. Children's Bureau Publication n. 460 - 1968.

Of those who were 4-H'ers only about 13% were junior leaders. However, they were junior leaders for several years. (Table II)

TABLE I

SELECTED LEADER CHARACTERISTICS, LEADERS ATTENDING

4-H LEADERS FORUM, WASHINGTON, D.C., 1969

Characteristics of Leaders	Number	Per cent
Sex:		
Male	32	20.0
Female	129	80.0
Age (years):		
Under 25	11	7.0
26 - 35	20	12.3
36 - 55	101	62.7
56 - 65	25	15.5
Over 65	4	2.5
Marital Status:		
Divorced	2	1.3
Separated	0	0.0
Widowed	5	3.2
Single (never married)	7	4.5
Married	147	91.0
Level of Education:		
Less that 8th grade	1	0.6
Finished 8th, but not high school	26	16.2
Graduated from high school	71	44.0
Had some college	37	22.9
Graduated from college	26	16.2
Other Leadership:		
Fraternal organizations	9	5.7
Civic service	23	14.3
Business	22	13.6
Other	88	54.6
Not any organization	17	10.5
No answer	2	1.3

Characteristics of the Leaders

Growing up - Home Life. For the most part (80%), I would say that the leaders had a happy and pleasant home life. Seventy-five per-cent believe their upbringing to have been strict, but not unfair. Others felt their parents were not very strict (15%) and perhaps a little inconsistent (6%). Close to half the group felt their parents were equal to the achievements of most parents. Still other, some 37%, felt their parents are greater achievers than most and nine of the 161 believed their parents to have been superior achievers.

As young people they were permitted but not strongly encouraged (38%) to bring their friends home. Their parents often helped them entertain (20%).

At the time of their birth over half said their father was between the age of 25 - 30 years. Over 16% said their father was about 40. Over three-fourths (78%) of the leaders have two or more brothers or sisters. About 25% had four or more.

Over 85% (138) lived in a home where both parents lived together. Ten came from homes where their parents were either separated or divorced.

Some 87% occasionally to rarely disagreed with their parents. Only two said they hardly ever agreed. Several of the leaders left this question blank. I wonder why????

The mother in over half of the cases was the most religious person in the family, but she only made about 25% of the major decisions for the family. The father made the decisions some 40% of the time. Discussion and common agreement was also about as common as the number of times of the father's orientated decisions.

As a child the leaders occasionally (20%) to most of the time (69%) were included in their parents leisure time activities.

About 48% said their parents engaged in some social functions, but the trend was for them, over 50%, normally not active - to being seldom concerned in social matters.

Some 35% think of themselves as being unduly sensitive. Few thought others saw them as being cocky, radical or physically lazy.

As a youngster they seldom or never - to occasionally (over 50% of the time) took part in group's "gang" activities. Only 10% said they were always involved.

Half of the leaders said that when teams were being chosen for games, they were usually picked around the middle of the process. One-fourth of them were near the first, but only five said they usually did the choosing.

When it came to career selection, about half had parents who were interested and helped them outline what they wanted to do. Only about 25% of the parents showed little or no interest. The majority have stuck with their original career decision.

Really not much of a problem leaving home. Close to 70% or 112 found it very easy - to a little difficult to leave. Eight are still living at home, however,

Growing up - School Days. About half said they liked going to school most of the time, an additional one-third said that they like school very much. Over 60% said they feel that they were average to a little above average scholastically. Close to one-fourth ranked themselves in the upper or top 10% of their class. Those who went to college ranked

themselves equally in the middle 50% of the class or upper 25% of the class. Parents generally were satisfied - to pleased with their grades, especially if they were doing the best they could.

The homes had books ranging from a few (just under 50%) to one or more bookcases full.

Their favorite teacher in school was one who gave very general instructions or directions and then left them alone to do the assignment. Over 56% felt this way. Another 30% said they preferred teachers who gave quite specific assignments and followed them up from time to time.

School Leadership. They were about as active and as popular as most students while in high school and average in the amount of class participation and discussion.

Forty per cent said they never were elected to a student office in high school. Close to 2/5 said that if they had the chance to be president of a school or church club their parents would have neither encouraged or discouraged them to accept, while over half said their parents would encourage to strongly encourage them to accept.

As a Person. One of the objectives of this questionnaire is to ask individuals how they view themselves, and how others might see them. Many commented that they had not - at least for a long time - really looked at themselves in this way. A few found it difficult to do.

In the Community. Close to 40% felt that their community was average and could stand some improvement. Still another 40% highly approved of their community. In addition about one-fourth just felt the community as being average.

Leaders also find themselves involved in other community activities

and organization. Close to 75% have held one or several important offices. Only about one-fifth said that they have not been elected to an office during the last five years. They are not as active in fraternal, civic, political or business organizations as they are in others (i.e. community clubs, card parties, church,groups, etc.) Over half the group has membership in other kinds of organizations. (Table I) Only 15% said they did not have a preference when it comes to the age of associates in social groups. Close to 40% said that they prefer mixed age groups.

They are most likely to see their immediate neighbors on occasional visits to each other's homes (66%) or at community events (25%). They would visit (50%) once or twice a month.

More than three-fourths of the group attend church three times a month if not every Sunday. However, the majority feels it is only of secondary importance; to be considered, but not a major factor in decision making.

Outside their regular work, community activities, family activities and development of ones self are their major accomplishments.

As a Self. Physically the leaders think of themselves as being in good to excellent health and require a little less than the eight hours of sleep we normally think of. They generally feel that they tire about as much during a hard days work as the next fellow.

The majority (80%) are at ease in social situations, but at times, feel uncomfortable in social situations. They seem to enjoy going to various social activities if not too frequent (93%), but tend to stay in the background. The majority (about 80%) enjoy visiting close friends several times a week.

Over half the leaders feel they would try to please others, if it does not go against their own feelings. Some 30% or 48 people said they would try to please people at most any cost.

As to their lives, most feel they have had their share of good luck or perhaps a little more good luck than bad. They also feel they (over 85%) have taken advantage of most of the opportunities which have come their way. They feel that they have been equally as successful in their achievements as those with similar educations. About one-third said they feel they have achieved a little more than those with similar education.

Half the group said they occasionally feel aggressive, but typically not. Twenty-five per cent said they usually feel aggressive. Over 60% said they occasionally feel self conscious.

Being laughed at (27%), having a friend not speak (37%) or making a mistake (31%) would tend to make them feel uncomfortable or unhappy. Having to introduce themselves to someone they don't know would not bother them. They feel the ability to meet people (58%) and to get along with co-workers (41%), are two important factors in their success. About half feel they are recognized for their work as much as everyone else. Others (25%) are occasionally recognized, (23%) as much as is deserved.

When it comes to solving problems they often times sit and try to figure it out (65%), or let it ride for awhile (36%) and get a new start. Others talk to friends about it (36%).

They like to make rather broad, general plans, keeping flexible, but trying to stick to them. The majority (about 80%) said that once a conclusion has been reached it is quite hard to somewhat hard for someone to change their minds. (Table II)

About 25% said they lacked some self confidence in both intellectual and social ability. Others felt pretty confident in other situations, but lacked a bit in social ability.

They are generally pleased with their work. About half feel they do better and as well as others, while others feel they could have done better. About half said they would put themselves in the upper third for doing their best. Over 25% said they had never thought of it. About three-fourths said they feel they work as fast as - or a little faster than most people.

TABLE II

SELECTED LEADER CHARACTERISTICS, LEADERS ATTENDING

4-H LEADERS FORUM, WASHINGTON, D.C., 1969

Characteristics of Leaders	Number	Per cent
Place of residence to this date:		
Farm	109	67.7
Town (2,000 or less)	22	13.6
Town (2,000 - 10,000)	17	10.5
City (10,000 - 100,000)	7	4.5
City (100,000 and up)	6	3.4
Their 4-H membership:		
No	80	49.8
Yes, 1 year	11	7.0
Yes, 2 years	12	7.6
Yes, 3 years	5	3.1
Yes, 3 or more years	53	32.5
Tenure of 4-H leadership:		
Less than one year	7	4.5
1 - 3 years	25	15.5
3 - 5 years	40	24.8
6 - 10 years	35	21.6
Over 10 years	54	33.6
After you have come to a conclusion - how hard are you to change:		
Extremely Hard	9	5.7
Very Hard	21	13.0
Quite Hard	64	39.6
Somewhat Hard	60	37.2
Very Easy	7	4.5

Characteristics of 4-H Clubs

As stated earlier almost all of those taking the questionnaire are leaders of local clubs. Only seven of the leaders have clubs with fewer than 10 members. Eighty per cent had memberships of 16 or more. The National Average in 1968[13] was 20 members per club.

Over 90% are able to get 75% or more of their members to re-enroll each year.[14] The National Average for re-enrollment 1968 was 60.2%. However, when it comes to the enrollment of potential youth 4-H age the picture is not so good. Ninty-six of them (more than 60%) are enrolling less than half of the 4-H age youth in their communities. Fifteen per cent are getting less than 10% of the potential.

Over 80% of the clubs meet 10 or more times annually. Almost all of the clubs participate in at least one community service project each year. Over half do so three or more times annually. They usually have a special project to raise funds for the club too.

Close to half referred to their club as being more active than most groups, while one third believed their club to be average. About one half of their members participate in county events, such as demonstrations, public speaking, dress revue.

In general the younger members (10 - 13 years) are more enthused about their work than the older youth. However, they both seemed pleased

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13 Shaull, Grace C., 4-H Club Enrollment and Percent Reenrollment in 1968, Reported by all Extension Agents, Division of Management Operations, Federal Extension Service, U.S. Department of Agriculture, May 1969, MO-99.

14 Ibid.

with the amount of work they do, but the younger members a little less pleased with the quality of work. They share about the same degree of respect for their leader. (Table III)

Over 3/4 of the clubs have written copies of a planned program for each meeting. All but six involved in some way their members in the program planning process.

Home visits are a part of the program for all but 25% of the club members. Approximately 60% of the leaders do have somewhat of a plan or system worked out to evaluate the projects.

In general the leaders find the majority of the adults in the community (excluding the parents) to be somewhat to moderately interested in 4-H (70%). The majority of the parents (except in two cases) are somewhat to very much interested in the various aspects of 4-H.

Most of the clubs utilize other adults as project and/or activity leaders. Close to 70% use such leaders frequently - to very frequently.

Junior leaders are frequently involved in the majority (87%) of clubs and receive special training either by leaders or County Extension Agents. Over 60% of the clubs are enrolling more than half of their 14 year olds and above in the Junior Leader Project.

Over 85% of the leaders spend eleven hours or much more per month on 4-H. The majority, occasionally - to whenever it is possible attend training sessions. One-hundred and thirty-three consider themselves to be moderately creative (or 50%) to more creative than the average person - to being highly creative.

More than 40% said they are required or strongly encouraged to be a 4-H leader as part of the regular job. Close to one-third of the women

work outside the home. These are usually working on the farm, factory, sales, or secretarial. Fifteen are teachers.

Two-thirds of the group let the group decide as a whole and/or appoint a committee to see how a job should be done. Much to my surprise some 17% tells the group exactly how a job should be done.

TABLE III

LOCAL 4-H'ERS ATTITUDE TOWARD 4-H WORK AND RESPECT FOR LEADER,

AS SEEN BY LEADER, LEADERS ATTENDING 4-H LEADERS FORUM,

WASHINGTON, D.C. 1969

Attitude or behavior as observed by local leader	Younger Members		Older Members	
	number	per cent	number	per cent
Enthusiasm for 4-H Work:				
Very little	7	4.4	6	3.7
Little	8	5.1	4	2.5
Some	14	8.8	26	16.2
Much	46	28.5	80	49.7
Very much	86	53.2	43	26.8
The amount of work they are willing to do:				
Very little	8	5.0	5	3.1
Little	5	3.2	6	3.7
Some	29	18.0	38	23.5
Much	78	48.4	71	44.2
Very much	41	25.3	41	25.3
The quality of project work they do:				
Very little	3	1.7	7	4.5
Little	10	6.3	7	4.5
Some	39	24.1	21	13.1
Much	80	49.6	75	46.6
Very much	28	18.5	51	31.3
The respect they have for you as a leader:				
Very little	7	4.5	8	5.2
Little	7	4.5	4	2.5
Some	16	10.3	28	18.5
Much	69	42.5	63	39.5
Very much	61	38.2	57	34.3

SUMMARY, CONCLUSIONS, IMPLICATIONS AND RECOMMENDATIONS

Summary

This is a study of adult volunteer 4-H leaders participating in the 4-H Leaders Forum at the National 4-H Club Foundation in 1969.

The purpose of the study is to learn of the qualities and characteristics of those who serve as 4-H leaders, based on their life experiences, the opinions of self and how they believe their associates, peers as well as 4-H'ers feel about them.

Fifteen basic assumptions were developed by the writer of this report to establish a criteria of certain givens or beliefs. The study includes answers from 161 volunteer leaders.

Characteristics of Leaders

1. They are older, married and have large families, with their own children usually enrolled in their local club. They are from rural, large family environments. Most have moved from home, but have not changed residence the last 5 to 10 years. Almost all have monthly incomes from $500.00 and up.

2. The majority have completed high school or more. The high schools had less than 300 students for the most part. They feel that they were as popular and as active - if not a little more so - than most students. Over half said they had held a student office. They generally ranked themselves above average scholastically in high school and if they had gone to college. Sixteen per cent of the leaders were college graduates. They liked school.

3. They feel they have had a happy and rather a lucky life. They

have taken advantage of most of the opportunities which came their way. They usually got help from their parents in making a major decision and normally stuck to that decision. They feel that for the most part their parents were fair with them. Although some hope they are doing a better job of raising their own children. They believe their parents could have offered a little more encouragement. For the most part their parents both lived at home. They only on occasion disagreed with their parents. It was not difficult for them to leave home.

4. Their parents were above average in accomplishments and were normally active in community activities and social events. Their families attended church regularly.

5. The family often made common decisions, but their father would make a decision more often than their mother. Their father was close to middle age when they were born. They were usually included in their parents leisure activities.

6. They often think of themselves as being sensitive as children, but generally accepted by others. They generally did not take part in "gang" activities. When teams were being selected for games, etc., they were usually picked in about the middle of the selection process. Only five said they did the choosing.

7. One out of two feels they sometimes tend to be a little aggressive, but generally are pleased with their work. Most would rank themselves pretty high at doing their best most of the time. They usually work as fast as the next guy.

8. They occasionally feel self conscious and when attending social activities would rather be in the background. However, they would not find

it difficult to go up to a stranger and ask for his name. They generally feel comfortable in most situations and enjoy being with people most of the time.

9. All feel that people are basically good and are willing to do their part. They would try to please most people, but stick to their basic beliefs. Only a few said they would go to any cost to be of help. They are comfortable having others interrupt them with problems, but they would rather not burden people with their problems.

10. Being laughed at, having a friend not speak or making a mistake where others can see would probably cause them the most discomfort. They seem to be frequently involved in inter-acting, visiting their friends and neighbors.

11. They tend to be very community orientated and are involved in various clubs and groups. They for the most part are happy with their with their communities, but feel that some improvements could be made.

12. Physically they feel they are a healthy and strong group who probably tires about as fast as the average person.

Characteristics of Their 4-H Clubs

1. The size of their clubs was just under the national average of twenty members per club. Their ability of re-enrolling some 75% or more each year is a little better than the national average. Their involvement of potential 4-H age youth is not much better than that in the United States. According to the information I could get, less than seven per cent of those 4-H age are enrolled.

2. The clubs are meeting 10 or more times a year, with leaders devoting almost an unbelievable amount of time monthly to these meetings.

3. The leaders generally think of their clubs as being more active than most, with about half the membership taking part in county events. However, the enthusiasm for their 4-H work between the younger and older members is about equal.

4. Officers, members and leaders are involved in program planning. Majority of the club have written programs usually planned in advance.

5. Project leaders, activity leaders as well as junior leaders are utilized by the club.

6. They do have some sort of plan for evaluation of the members work, etc., but usually do not visit all of the homes.

7. Parents of the members are more interested in various aspects of 4-H than is the community in general. However, there are expectations to this too.

8. Usually encourages the group or committee to make decisions or develop plans.

Conclusions and Implications

1. That the 4-H programs of the leaders I tested were good, but they are not involving near the numbers of youth they could or should be, although they do have a better than average re-enrollment. With proper professional guidance could be doing much better.

2. Leaders are usually middle aged and middle class, living in the small communities of the nation. Most have a general concern and interest for their fellow man, especially for youth. At attempt needs to be made to involve young adults. The age and tenure of leaders, could be working against involving new and more members.

3. Leaders feel they are accepted in the community and do have the

support of most of the 4-H families. They seemed to be calling on interested persons for assistance, etc. More community support could probably be used.

4. The leaders feel pretty good about what they have been doing and their accomplishment. Recognition of work, or awards are important. Perhaps their knowledge of the respect given to them by the members is part of their recognition.

5. They feel they are intellectually qualified to handle the job. Thus perhaps training aids, and the guidance given them by professional should be brought up-to-date to meet their brief concerns and frustrations about themselves.

6. I feel that there is a need for more knowledge on the part of the leader: 1) Program planning and development; 2) Principles of leadership, 3) Understanding adolescence or the process of becoming, to name a few.

Recommendations

As a result of this rather limited study, the writer feels that there is much more we need to know about those who are the teachers of 4-H. It has been most interesting to me, to say the least.

I am looking forward to comparing my findings with those of John Banning, 4-H - Youth Development, Federal Extension Service, to see how - they compare to what he has found using the same questionnaire.

Certainly it goes without saying that my sample was not the best: 1) because of the nature of the group; 2) because of the limited involvement of males 3) and because of the small number of those completing the questionnaire.

I, for one, encourage further study of those who are 4-H volunteer leaders. I feel that we have just begun to tap the wide variety (especially subject matter and organization) talents available to use. Also I feel it is more important because of the lack of such information at this time.

If we are to continue the dynamic programs that have been known in the past, if we are to involve the youth of today, we are not only going to have to study the adult and professional leadership, but what 4-H'ers are and what they are not. We had better find more out about those who have not been 4-H members also.

The support of business and industry (Friends of 4-H) is most important. They want to know what we have done, but also with whom and to what value. Facts and figures often speak very loudly.

If I have learned anything at all this past year as a 4-H fellow it is that, facts or being informed is POWER.

ADULT VOLUNTEER 4-H LEADER
BIOGRAPHICAL INFORMATION BLANK
RESEARCH QUESTIONNAIRE

This questionnaire is part of a research project designed to help improve the 4-H program throughout the nation.

It is not a test; there are no right or wrong answers. Upon receipt your answers will be punched on IBM cards. They will not be identified by name and will be used only for research purposes.

General Instructions:

1. Please read and follow all instructions.
2. Answer every question as honestly and factually as you can.
3. Work as quickly as possible. It saves time to answer all items in order. Do not skip around.
4. Answer all questions but do not spend too much time on any one question.

Federal Extension Service - 5/68. Prepared by John W. Banning, Assistant Director, Division of 4-H - Youth Development, FES.

INSTRUCTIONS FOR COMPLETING THE ANSWER SHEET:

1. Use a well sharpened pencil.
2. Read each question and its numbered answers.
3. Decide which answer best describes you.
4. Find the number on the answer sheet which corresponds to your answer.
5. Completely fill in the space between the dotted lines.
6. DO NOT make any other marks on the paper.
7. If you change your mind, ERASE your first mark completely.

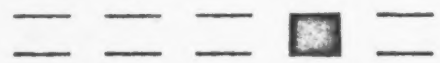
Example:

1. About how often do you listen to the radio or watch TV each day?

   1. About 1-hour
   2. 2-3 hours
   3. 3-4 hours
   4. 4-5 hours
   5. Over 5-hours

Answer sheet:

1. 1 2 3 4 5



Notice: No. 4 is the selected answer and the space under No. 4 on the answer sheet is completely filled in.

2. With regard to taking risks, which describes you?

   1. Hardly ever take a risk.
   2. Sometimes take a risk.
   3. Generally take a risk.
   4. I'm a gambler at heart.

2. 1 2 3 4 5

36.

BEGIN WITH NUMBER 1 ON YOUR ANSWER SHEET

1. How many members are there in your 4-H group?

   1. 30 or more
   2. 21 to 30
   3. 16 to 20
   4. 10 to 15
   5. Less than 10

2. About what percent of all the boys and girls in your club area are enrolled?

   1. Over 75%
   2. About 75%
   3. About 50%
   4. About 25%
   5. Less than 10%

3. About what percent of the members in your club re-enroll each year?

   1. Over 75%
   2. About 75%
   3. About 50%
   4. About 25%
   5. Less than 15%

4. How many times during the year does your club usually meet?

   1. More than 10 times
   2. 9 or 10
   3. 7 or 8
   4. 5 or 6
   5. Less than 5

5. Do you have a planned program of your meetings?

   1. Yes, each member has a copy for the year
   2. Yes, one or a few copies are written down for the year
   3. Yes, it is written out before each meeting
   4. Yes, by some other method
   5. No

6. Do you involve the members in planning the program?

   1. Very much
   2. Much
   3. Some
   4. Little
   5. No

7. Do you visit your club members at their home during a project year?

   1. Yes, I visit each member more than once
   2. Yes, I visit each member once
   3. Yes, I visit some of the members each year
   4. I encourage the Jr. Leaders to make home visits
   5. No

8. Do you systematically counsel with each member to evaluate him as a 4-H participant and to evaluate his project work?

   1. Yes
   2. Yes, but it is not very systematic
   3. Yes, all the first year members
   4. Yes, but I never seem to get to all of them
   5. No

9. Do you use Jr. Leaders as project and activity leaders in your group?

   1. Very frequently
   2. Occasionally
   3. Rarely
   4. Never
   5. I don't have Jr. Leaders

10. Do you use adult project and activity leaders in your group?

   1. Very frequently
   2. Frequently
   3. Occasionally
   4. Rarely
   5. Never

11. Do your Jr. Leaders get some training during the year?

   1. Yes, they attend a county Jr. Leaders training school
   2. Yes, I worked with them individually and in a group
   3. Yes, the County Extension Agents work with them
   4. Yes, by another method
   5. No

12. Do you participate in adult leader training meetings?

   1. Yes, all that is possible for me to attend
   2. Yes, occasionally
   3. Yes, but rarely
   4. Never
   5. None are held that I know of

13. How often during the year does your group participate in community service projects?

1. 4 or more times
2. 3 times
3. Twice
4. Once
5. Never

14. Does your group usually have a project to raise money?

1. Yes, usually 2 or more
2. Yes, usually one
3. Yes, only if the members ask for it
4. No
5. No, I do not believe it is a useful thing to do

15. Do your group's officers get special training?

1. Yes, they attend a county training school
2. Yes, we work with them locally
3. Yes, but not very thorough training
4. No
5. No, I don't believe it's worth the time and effort

16. How active do you think your group is in comparison with other 4-H groups?

1. The most active group I know of
2. More active than most groups
3. About average
4. Less active than most groups
5. The least active group I know of

17. What portion of your members, 14 years old and over, are Jr. Leaders?

1. More than 75%
2. 50 to 75%
3. 25 to 50%
4. Less than 25%
5. I do not have members that age

18. In general, how would you classify the majority of the parents of your group?

1. Very interested in all aspects of 4-H
2. " " " some specific aspects of 4-H
3. Moderately interested in 4-H
4. Somewhat interested in a few aspects of 4-H
5. Not interested in 4-H at all

19. In general, how would you classify the majority of adults in the community other than parents of 4-H members?

1. Very interested in all aspects of 4-H
2. " " " some specific aspects of 4-H
3. Moderately interested in 4-H
4. Somewhat interested in a few aspects of 4-H
5. Not interested in 4-H at all

The following items require that you rate the degree to which each statement applies to you. Note the following abbrevations have been used.

VM	= Very much
M	= Much
S	= Some
L	= Little
VL	= Very little

Be sure to mark a number between 1 and 5 on the answer sheet.

20. How frequently do members of your club participate in county demonstrations, public speaking, judging, dress review and talent night events?

VL	L	S	M	VM
1	2	3	4	5

How do you consider your younger club members with regard to each of the following?:

	VL	L	S	M	VM
21. Enthusiasm for 4-H work	1	2	3	4	5
22. The amount of work they are willing to do.	1	2	3	4	5
23. The quality of project work they do.	1	2	3	4	5
24. The respect they have for you as a leader.	1	2	3	4	5

How do you consider your older club members in regard to each of the following?:

	VL	L	S	M	VM
25. Enthusiasm for 4-H work	1	2	3	4	5
26. The amount of work they are willing to do	1	2	3	4	5
27. The quality of project work they do	1	2	3	4	5
28. The respect they have for you as a leader	1	2	3	4	5

29. Are you

1. Male
2. Female

30. What was your age on your last birthday?

1. Under 25
2. 26 to 35
3. 36 to 55
4. 50 to 65
5. Over 65

31. How many children do you have?

1. None
2. One
3. 2 or 3
4. 4 or 5
5. 6 or more

32. The place in which you spent most of your life up to now

1. Farm
2. Town of less than 2,000 people
3. Town of 2,000 or more but less than 10,000
4. City of 10,000 to 100,000
5. City larger than 100,000

33. How long have you lived where you now live?

1. Less than 1 year
2. 1 to 5 years
3. 5 to 10 years
4. More than 10 years

34. What is your total family income per month?

1. Under $300
2. $300 to $400
3. $400 to $500
4. $500 to $800
5. Over $800

35. Are you now

1. Divorced
2. Separated
3. Widowed
4. Single (never married)
5. Married

36. Were you a 4-H member?

1. No
2. Yes, for 1 year
3. Yes, for 2 years
4. Yes, for 3 years
5. Yes, for over 3 years

37. How many brothers and sisters do you have?

1. None
2. One
3. Two
4. Three
5. Four or more

38. Were you a 4-H Junior Leader?

1. No
2. Yes, for 1 year
3. Yes, for 2 years
4. Yes, for 2 to 5 years
5. Yes, over 5 years

39. Under usual conditions how often do you attend church?

1. Do not attend church
2. On special occasions
3. Once or twice a month
4. 3 times a month
5. Every Sunday

40. How long have you been a 4-H adult leader?

1. Less than 1 year
2. 1 year to 3 years
3. 3 years to 5 years
4. 6 years to 10 years
5. Over 10 years

41. Do you receive any kind of salary allowance for the work you do as a 4-H leader?

1. No
2. Yes, a regular salary
3. Yes, a car allowance or other travel expense
4. Yes, some other kind of allowance.

42

42. On the average, about how many hours per month do you spend on 4-H?

1. Less than 5 hours per month
2. 6 - 10 hours
3. 11 - 20 hours
4. 21 - 30 hours
5. 30 - 40 hours
6. Over 40 hours

43. What part does religion play in major decisions made in your life?

1. It plays no part in decisions
2. It is of secondary importance; to be considered but not a major factor
3. It is one of the primary considerations in any decision

44. In recent years, has your health been

1. Poor
2. Sometimes good - sometimes poor
3. Fair
4. Good
5. Excellent

45. Does a hard day's work tire you out?

1. Much more than the average person my age
2. About the same as the average person my age
3. Much less than the average person my age

46. On the average, how much sleep do you require to feel good?

1. More than 8 hours
2. 7 to 8 hours
3. 6½ to 7 hours
4. 5 to 6½ hours
5. Less than 5 hours

47. How well do you like to be with people in a social setting?

1. Prefer to engate in private activities, and only occasionally do you like to be with other people.
2. Like being with other people sometimes, and at other times like to engage in private activities.
3. Usually enjoy being with other people; prefer to be by yourself only occasionally.
4. Enjoy being with people very much; very rarely like to be by yourself

48. How comfortable are you in a social situation?

1. Only occasionally at ease in a social situation, and quite often feel uncomfortable.
2. Generally at ease, but occasionally feel uncomfortable in social situations.
3. Usually at ease
4. Always at ease

49. How often do you get together with friends?

1. Almost never spend time socially with friends
2. Few times during a year
3. Once or twice a month
4. Once or more times a week

50. What is your attitude toward social gatherings?

1. You avoid them as often as possible
2. You believe they are a waste of time but you go occasionally
3. You are somewhat indifferent to them
4. You enjoy them if they are not too frequent
5. You enjoy them thoroughly

51. How often do people tell you their troubles?

1. Never
2. Not very often; very few people do
3. About as often as they do to other people
4. Quite often; a lot of people seem to want to tell me their troubles
5. Constantly; almost everyone seems to come to me with his troubles

52. What has been your experience with people?

1. Most people are just no good
2. A surprising number of people are mean and dishonest
3. People are about as good as they have to be
4. There is some good in most people
5. There is a lot of good in all people

53. How much did your parents participate in social activities?

1. Very seldom concerned with social matters
2. Normally not very active
3. Usually engaged in some social function
4. Very active in social matters

54. How do you react at parties or other social gatherings?

1. Sometimes the life of the party and soon get to know everybody.
2. Usually enjoy yourself but stay in the background
3. Usually find that you are bored although you are seldom uncomfortable
4. Could best be described as a wall flower.

55. How often do young people, outside your immediate family, come to you for advice?

1. Never
2. Rarely
3. Occasionally
4. Quite often
5. Constantly

56. How do you feel about your self confidence?

1. You are very confident of yourself in any phase of activity
2. You are quite confident of yourself in most phases of activity
3. You have quite a bit of self confidence about your intellectual ability, but you are not so self confident about your social ability.
4. You have quite a bit of self confidence about your social ability but you are not so self confident about your intellectual ability.
5. You lack some self confidence in both intellectual and social ability.

57. How often do you feel self conscious?

1. Frequently
2. Occasionally
3. Rarely
4. Hardly ever

58. How do you feel about your share of happiness in life?

1. Have had nothing but bad breaks.
2. Have had more than my share of bad breaks
3. Have had about an even share of luck
4. Have had more good breaks than bad ones
5. Luck has been your way practically all the time.

59. How well do you do most things you have decided to do?

1. You almost always succeed in the things you attempt, and do them better than most people could.
2. You often find you have "bitten off more than you can chew" and have to give up.
3. You usually get the things done you attempt, but you seldom do them as well as you want to.
4. You find that you do most things as well as other people do.
5. You find that the things you do seldom come up to standards of what others do.

60. Do you consider your achievements to date to have been:

1. Less than those who have the same amount of education
2. Equal to those who have the same amount of education
3. More than those who have the same amount of education

61. Where would you belong in a list of 100 typical people in the kind of job you can do best?

1. Haven't given it much thought
2. In the lowest third
3. In the middle third
4. In the upper third, but not in the best 5%
5. In the best 5 percent

62. How fast do you usually work?

1. Much slower than most people
2. Somewhat slower than most people
3. About the same speed as most people
4. Somewhat faster than most people
5. Much faster than most people

63. How have you reacted to the advantages and opportunities that have been presented to you?

1. You have failed to take advantage of any opportunities presented.
2. You have not had too many opportunities, but have taken advantage of the ones you have had.
3. You have taken advantage of some and not of others.
4. You have generally tried to take advantage of any opportunity
5. You have taken advantage of every opportunity

64. Concerning your present and future activities, do you

1. Make few plans, let nature take its course
2. Make broad and general plans, but not detailed ones
3. Make rather precise and detailed plans and do your best to stick to them
4. Make rather precise and detailed plans but keep quite flexible about changing them.

65. When you go on a vacation trip in your car and are going to a particular place, do you

1. Sometimes get sidetracked and don't get to your original destination
2. Plan the trip so you can detour or stop whenever something interests you
3. Plan to stop only at planned points along the way
4. Dislike to make any unnecessary stops until you get where you are going.

66. In class discussion in school (college, if you attended) how frequently did you volunteer information or opinions?

1. Very seldom
2. Less than an average amount
3. About an average amount
4. More often than average
5. Very frequently

67. To how many student offices were you elected in high school?

1. 0
2. 1
3. 2 or 3
4. 4 or more
5. Did not attend high school

68. If you have thought about something and come to a conclusion, how hard is it for someone else to change your mind?

1. Extremely hard
2. Very hard
3. Quite hard
4. Somewhat hard
5. Very easy

69. In which one of the following social organizations have you held office most frequently? (President, Secretary, Chr. of Committee, etc.)

1. Fraternal and cultural societies (Elks, Masons, K of C, Ioof, YMCA).
2. Civic and political organizations (Rotary, Kiwanis, Lions, Chamber of Commerce, Young Republicians, American Legion, PTA, etc.)
3. Business organizations (Trade Union, Sales Club, Farm Organization, Professional Society).
4. Other kinds of organizations.
5. Have not held office in any social organization.

70. Approximately what annual salary do you think you will be earning 10 years from now?

1. $10,000 or less
2. $10,000 to $15,000
3. $15,000 to $20,000
4. $20,000 to $25,000
5. $25,000 or more

71. How many elective offices have you held in the last 5 years?

1. None
2. 1 or 2
3. 3 to 5
4. 6 to 10
5. 11 or more

72. In the organizations you belong to, which best describes your participation?

1. Am not very active
2. Am a reliable member, but do not wish to hold an office of importance
3. Would like to hold an office, but have not been appointed or elected to one.
4. Have held at least one important office
5. Have held several important offices.

73. As a youngster how often were you in your group's "gang" activities?

1. Seldom or never
2. Occasionally
3. Frequently
4. Always

74. Viewing yourself as objectively as possible, would you describe yourself as:

1. Generally very passive
2. Usually passive
3. Occasionally aggressive, but typically not
4. Usually aggressive
5. Generally very aggressive

75. Which of the following is most likely to make you feel uncomfortable or unhappy?

1. Having a friend not speak to you
2. Making a mistake in your work
3. Being laughed at when some circimstances makes you look silly--i.e., accident, practical joke, etc.
4. Having to introduce yourself to someone you don't know.

76. How much formal education have you had?

1. Less than 8th grade
2. Finished 8th grade but did not finish high school
3. Graduated from high school
4. Had some college work
5. Graduated from college

77. What was the enrollment in the high school you attended?

1. Did not attend
2. Below 300
3. Between 300 and 1,000
4. " 1,000 and 2,000
5. Over 2,000

48

78. What was your standing in your high school class?

1. Below the average
2. About average
3. In the upper 25%
4. " " " 10%

79. What was your scholastic standing in college?

1. Lower 25% of class
2. Middle 50% of class
3. Upper 25% of class
4. Did not attend college

80. During your past schooling, how would you compare yourself scholastically if you had done the very best you could?

1. You would have been below average
2. You would have been average
3. You would have been above average
4. You would have been in the top 10%
5. You would have been at the top of your class

81. As you grew up how did you feel about school?

1. Generally disliked it and was glad to finish
2. Was often a little unhappy with it
3. Just accepted it as necessary
4. Liked it most of the time
5. Like it very much

82. When you were growing up about how many books were around the house?

1. No books
2. A few books
3. One bookcase full
4. Several bookcases full
5. A large library

83. How creative do you feel you are?

1. Not creative
2. Somewhat less creative than most people
3. Moderately creative
4. Somewhat more creative than most people
5. Highly creative

84. How did your parents feel about the marks you made in school?

1. Paid little or no attention to your marks
2. Did not care about marks as long as you passed
3. Did not care about marks as long as you did your best
4. Were satisfied but thought you should do better
5. Were very pleased

85. How do you feel about living in your community?

1. I think this community is very undesirable
2. I think this community is below the average of most communities
3. I think this community is about average
4. I think this community is about average and can be improved
5. I highly approve of this community

86. What kind of upbringing did you have?

1. Almost no discipline
2. Inconsistent
3. Not very strict
4. Strict but unfair
5. Strict but fair

87. How would you describe your parents as parents?

1. I hope I have been or am being a much better parent to my children than my parents were to me
2. They were too easy on me and didn't require that I do many things I should have done
3. They were too strict or too old fashioned and seemed to expect too much of me
4. They were too easy on me and didn't require that I do many things I should have done
5. I hope I have been or am being a much better parent to my children than my parents were to me

88. How do you feel about the achievement of your parents?

1. Pretty poor compared with most parents
2. Almost as good as most parents
3. Equal to those of most parents
4. Greater than those of most parents
5. Superior to those of most parents

89. When you were younger your family:

1. Did not care whether or not you brought friends home
2. Permitted but did not encourage your bringing a few friends home
3. Cooperated in making your entertaining successful
4. Encouraged you to bring a few friends home
5. Encouraged you to bring several friends home.

50

90. Assume that while you were a student you had a chance to be the president of a school or church club. How would your parents feel about this?

1. Strongly discouraged me from accepting
2. Discouraged me from accepting
3. Neither encouraged or discouraged me to accept
4. Encouraged me to accept
5. Strongly encouraged me to accept

91. How would you characterize your home when you were a youth?

1. Extremely unhappy
2. A little less happy than average
3. About average
4. More happy than most
5. Extremely happy

WOMEN

92. Do you work regularly outside your home?

1. Yes - full time
2. Yes - part time
3. No

93. If yes, what type of work do you do?

1. Work on a farm
2. Work in a factory; do secretarial or clerical work; do sales work
3. Teacher
4. Professional work (other than a teacher) i.e., nurse, dietician, doctor, lawyer
5. Other

MEN

94. Does your wife regularly work outside your home?

1. Not married
2. Yes, part time
3. Yes, full time
4. No

95. What is your occupation?

1. Farmer or rancher
2. Business man or owner of small business; sales or office work; skilled worker, electrician, plumber, carpenter, etc.
3. Teacher
4. Professional work (other than teacher) i.e., doctor, lawyer, veterinarian, Certified Business Accountant
5. Other

96. When teams are being chosen for games, were you usually picked?

1. Very seldom have time to play games
2. Near the end
3. Around the middle
4. Near the first
5. Am usually one of those doing the choosing

97. The teachers I got the most out of in school, usually treated me this way:

1. Went into thorough detail and followed up my work very closely
2. Were quite specific in their assignments and followed me up from time to time
3. Gave me very general instructions or directions and then left me alone to do the assignment

98. Interruptions by others when you are in the midst of a problem:

1. Annoy me--I find it hard to get back to what I was doing
2. Annoy me--but can I easily return to problem
3. Bother me only a little but I prefer not to be interrupted
4. Don't bother me--in fact I find it almost a challenge to show my ability to keep several things going at the same time

99. How old was your father when you were born?

1. About 20
2. About 25
3. About 30
4. About 35
5. About 40

100. Are you required or strongly encouraged to serve as a 4-H adult leader as part of your regular job?

1. No
2. Yes

101. Are any of your own children in a local club of which you are the leader?

1. Have no children in 4-H
2. Yes
3. No

102. When you were a high school student were you:

1. Not very active and didn't have very many friends
2. Not quite as active and popular as most students
3. About as active and popular as most students
4. More active and popular than most students
5. One of the most active and popular students

103. What do you feel has been your major accomplisnment, outside of your regular work?

1. Family activities
2. Community activities
3. Development of yourself
4. Development of your social activities
5. Something else

104. How do you tend to react to an unpleasant situation?

1. Generally try to react immediately and figure out the best solution
2. Most of the time I put off a decision for a little while so I can think it over
3. Often want to sleep on it or put off a decision for quite a while
4. I don't worry about it, things will take care of themselves

105. How often do you tell other people your troubles?

1. Never
2. Not very often; prefer not to burden others with them
3. Occasionally, to a few people
4. Occasionally, to a number of people you can trust
5. Almost always discuss them with others.

106. If you had a choice would you prefer to associate in social groups of:

1. People younger than yourself?
2. People of the same age as yourself?
3. People older than yourself?
4. Groups of mixed ages?
5. Have no preference

107. In your earlier years, do you think you were most often regarded as:

1. Unduly sensitive
2. Over confident ("cocky")
3. Radical or unconventional
4. Physically (but not mentally) lazy
5. Something else

108. Did your parents live together all of the time you were growing up?

1. Yes
2. No, because one died
3. No, because they both died
4. No, because they separated
5. No, because they were divorced

109. How often did you disagree with your parents concerning things in general?

1. We hardly ever agreed
2. We disagreed often
3. We disagreed occasionally, but not often
4. We rarely disagreed
5. We never disagreed

110. How did your parents feel on the subject of your career?

1. Actively opposed what you wanted to do
2. Showed little or no interest
3. Had very strong feelings and outlined what they wanted you to do
4. Were interested, but did not understand what you wanted to do
5. Were interested and helped you outline what you wanted to do

111. When you first left home for school or a job, parting from your family was:

1. Very difficult because your family was very close
2. Difficult because your family was reluctant to have you leave
3. A little difficult because you were reluctnat to leave
4. Very easy
5. You have never left home

112. While you were growing up, who was the most religious person in your family?

1. Mother
2. Father
3. Brother or sister
4. Yourself

113. When you need to solve a tough problem, what do you usually do?

1. Sit down and figure it out myself
2. Talk it over with my friends
3. Talk it over with some of the fellows at work
4. Talk it over with my boss or some other superior
5. Let it ride for awhile, then tackle it with a fresh start

114. About how often did you change your mind about future vocational plans since the time you entered high school?

1. Have not changed them
2. Only once
3. Two or three times
4. Too many to remember
5. Have still not decided

115. On any job which you have had, problems that you have run into have sometimes come from:

1. Pushing your ideas too fast
2. Reprimanding others too much for minor errors
3. Not following through on your work
4. Relying too much on others to do details
5. Something else

116. When did you first know what you wanted to do as your life's work?

1. Since you were a small child
2. By the time you were in grammar school
3. By the time you were through high school
4. By the time you had completed your undergraduate training
5. During graduate training

117. In how many automobile accidents with more than $50.00 total damage have you been involved?

1. Four or more
2. Two - three
3. One
4. None
5. I do not drive an automobile

118. How much recognition do you receive for doing a good job?

1. None at all
2. Occasionally a good job is recognized, but not often
3. About as much as anyone else
4. As much as is deserved
5. Sometimes more than is deserved

119. Which one of the following do you feel has been the most important for your success?

1. Ability to get along with coworkers
2. Ability to get along with supervisors
3. Ability to organize details of work
4. Skills and experience
5. Ability to meet and deal with many people

120. Is the type of work which interests you most that which:

1. Has much fine detail involved
2. Has some fine detail aspects
3. Very seldom requires fine detail work
4. Would never require you to bother with fine detail

121. Which one of the following statements best describes you as a 4-H adult leader?

1. You usually tell exactly how a job is to be done
2. You usually have one of the members responsible for doing a job and making the decision as to how the job should be done.
3. You usually appoint a committee to decide how a job should be done and to see to it that the job is done.
4. You letthe group as a whole help decide how a job should be done.

122. How well do you know your immediate neighbors, other than relatives?

1. Do not know them very well
2. Meet occasionally in the neighborhood or at community events
3. Borrow things from each other
4. Occasionally visit back and forth in each other's home
5. Spend a lot of time together

123. In your relations with other people do you try to

1. Act according to your own feelings without regard to other peoples feelings.
2. Please other people if it doesn't go against your own feelings
3. Please other people at most any cost

124. During your youth about how often did your parents include you in their leisure time activities?

1. Never
2. Rarely
3. Occasionally
4. Frequently
5. Most of the time

125. Who made the major decisions in your family?

1. Your mother
2. Your father
3. Some other person
4. Discussion and common agreement
5. Some other plan not listed here.

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